

## Message Text

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ACTION NEA-10

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R 061149Z SEP 76

FM AMEMBASSY MANAMA BAHRAIN

TO SECSTATE WASHINGTON DC 3446

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FOR NEA/EX DIRECTOR CONNALLY FROM CHARGE

ALSO: NEA/ARP TWINAM AND LYLE

PER/FCA/NEA MARTHINSEN

E.O. 11652: GDS

TAGS : AFSP, APER, BA

SUBJECT : THE ADMINISTRATION OF EMBASSY MANAMA

REFS : (A) STATE 212493; (B) MANAMA 1243; (C) STATE 216636

1. SUMMARY. EMBASSY HAS LIMPED THROUGH A DIFFICULT SUMMER WITHOUT A PERMANENT ADMIN OFFICER. SAS ARRANGEMENTS WITH USIS AND PEACE CORPS HAVE, MORE OR LESS, COME INTO EFFECT, ALTHOUGH THEY ARE STILL FAR FROM FINALIZED. WE ANTICIPATE THE FIRST AID ADVISOR (OF TEN) AT THE END OF SEPTEMBER AND MANAMA IS TO BE THE SITE OF A REGIONAL AID ATTACHE AND HIS SECRETARY. PRUDENCE REQUIRES OUR ACTIVE PLANNING FOR OUR OWN COMMUNICATIONS CAPABILITY BY APRIL 1, 1977, AFTER WHICH TIME WE CANNOT DEPEND ON CONTINUED USE OF NAVY FACILITIES. BUDGET AND FISCAL WORK REMAINS UNSATISFACTORY. GENERAL SERVICES IS JUST BARELY ADEQUATE. WE THINK WE HAVE SUFFICIENT LOCAL EMPLOYEES; WE THINK WE NEED ADDITIONAL AMERICAN SUPERVISORS. END SUMMARY.

2. HOWEVER INCONGRUOUS IT MAY APPEAR FROM THE DEPARTMENT'S PERSPECTIVE, THIS "LITTLE" EMBASSY WHICH IS NOW WELL-HOUSED IS NOT ADEQUATELY STAFFED TO PERFORM NECESSARY, MINIMAL FUNCTIONS FOR OUR EXPANDED AND STILL EXPANDING AMERICAN  
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STAFF. SAS ARRANGEMENTS WITH NEWLY ESTABLISHED USIS OFFICE

ARE PROVING MANAGEABLE, IF SLOW, ON THE GSO SIDE BUT ARE STILL NOT ADEQUATE ON THE B AND F FUNCTION. THE TRIPLED PEACE CORPS CONTINGENT (NOW UP TO FORTY-ONE VOLUNTEERS PLUS A RESIDENT DIRECTOR AND ADMINISTRATIVE ASSISTANT) IS PROVING UNEXPECTEDLY BURDENSOME ON THE B AND F SIDE. WE HAVE BEEN TOLD TO EXPECT THE FIRST AID ADVISOR TO ARRIVE BY THE END OF SEPTEMBER AND MANAMA HAS BEEN CHOSEN AS THE SITE FOR A REGIONAL AID ATTACHE AND HIS SECRETARY/ASSISTANT (REF C) WHO MAY ARRIVE IN OCTOBER. APPARENTLY THE DEPARTMENT IS CONSIDERING MANAMA AS THE SITE FOR A REGIONAL AGRICULTURAL ATTACHE (REF A) ALTHOUGH WE ARE NOT ENTHUSIASTIC AT THE PROSPECT (REF B).

3. WE FACE THE ADDITIONAL PROBLEM OF HAVING TO ESTABLISH OUR OWN INDEPENDENT COMMUNICATIONS CAPABILITY. BASED ON CURRENT CONTINGENCY PLANS, WE HAVE BEEN INFORMED THAT THE LOCAL NAVY FACILITY WILL NOT HANDLE OUR COMMUNICATIONS AFTER APRIL 1, 1977 WHEN IT WILL SWPRE ITS COMMUNICATIONS FACILITIES FROM LAND TO THE ADMIRAL'S SHIP IN ANTICIPATION OF MIDEASTFOR'S JUNE 1977 DEPARTURE FROM BAHRAIN. WHETHER OR NOT WE INSTALL THE 'SKYLINK' SYSTEM HERE IN MANAMA, WE NEED A FULL COMMUNICATIONS CAPABILITY. THUS WE REQUIRE ANOTHER FULLTIME COMMUNICATIONS OFFICER TO FULLY STAFF THAT SYSTEM.

4. THE CURRENT INCUMBENT, OVERWORKED, "COMMUNICATIONS ASSISTANT" (WHOSE ETD FROM MANAMA TO CAIRO IS MARCH 1977), HAS BEEN DOING A SUPERB JOB AS "ACTING ADMIN OFFICER" SINCE JUNE. WITH THE ARRIVAL OF OUR TDY ADMIN OFFICER IN LATE AUGUST (FOR WHICH HELP WE ARE GRATEFUL), WE HAVE BEEN ABLE TO SHARE THE ADMIN BURDEN MORE EQUITABLY BETWEEN THE TWO OFFICERS.

5. IT IS THE PROFESSIONAL JUDGMENT OF BOTH OF THESE OFFICERS, AN OPINION SHARED BY THE CHARGE, THAT TO SUPPORT OUR PERMANENT ADMIN OFFICER (WHOM WE EXPECT TO ARRIVE IN LATE SEPT.), WE NEED A BUDGET AND FISCAL OFFICER (AMERICAN). THE BUREAU WILL RECALL THAT OUR FSLE CLASS 'B' CASHIER IS ACTUALLY AN ADMIN ASST. WHO NEVER HAS BEEN PROPERLY TRAINED FOR FISCAL WORK. HE REQUIRES A STRONG, KNOWLEDGEABLE HAND TO GUIDE OWD. HIS PRODUCTION IS THIN AND AT BEST FUZZY; AT WORST, WHICH IS OFTEN, HE DOES INCORRECT WORK WHICH MUST BE REDONE. HE HAS NEITHER THE PERSONAL DEPTH OF EXPERIENCE NOR EXPERTISE TO EFFECTIVELY GUIDE THE NEWLY ARRIVED AMERICAN STAFF TRYING TO LIMITED OFFICIAL USE

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ASSIST WITH THEIR OWN FISCAL WORK (USIS AND PEACE CORPS AND SOON AID). WE FIND LOCAL RECRUITMENT CHANNELS UNSATISFACTORY (AS A REPLACEMENT FOR THE FSLE). IF YOU GIVE US AN AMERICAN B & F OFFICER, THE CLASS 'B' CASHIER'S SERVICES COULD BE DISPENSED WITH (HIS ANNUAL SALARY IS \$11,025).

6. TO SUM UP, IF YOU COULD AUTHORIZE AN AMERICAN BUDGET AND FISCAL OFFICER, WE THINK THE NEW ADMIN OFFICER (WHOSE

PERSONAL BACKGROUND IS GSO-CENTERED, WE UNDERSTAND) COULD COPE. HOWEVER, IN THE ABSENCE OF AN AMERICAN B AND F OFFICER, THE ADMIN OFFICER WILL HAVE TO CLOSELY SUPERVISE THE BUDGET AND FISCAL WORK (IN REALITY HE WILL HAVE TO OVERSEE IT ALL HIMSELF, EXCEPT FOR PHYSICALLY TYPING THE VOUCHERS). IN THAT EVENT, WE WILL NEED AN AMERICAN GSO TO HANDLE THE FRUSTRATING TASK OF KEEPING EMBASSY SERVICES FOR AN INCREASED STAFF ABOVE THEIR CURRENT VERY MODEST LEVEL. MANPOWER SHORTAGES ARE BECOMING SO ACUTE IN BAHRAIN THAT INITIATING EVEN THE MOST ROUGE MAINTENANCE AND REPAIR JOBS REQUIRES AN AMERICAN HAND. THE ENTIRE GSO FORCE AT THE EMBASSY, WHICH IS ADEQUATE IN NUMBER FOR CURRENT TASKS, REQUIRES CONSTANT AND FIRM AMERICAN SUPERVISION. OUR INABILITY TO PROVIDE THAT AMERICAN SUPERVISION MOST OF THIS SUMMER--AND IN REALITY BEFORE THAT TIME TOO--HAS RESULTED IN THE LOSS OF EFFICIENCY WHICH WE DESCRIBE THROUGHOUT THIS MESSAGE.

7. COMMENT: WE ARE ACUTELY AWARE OF THE VARIOUS DEMANDS ON YOUR LIMITED RESOURCES AND THERE IS NOT THE SLIGHTEST DESIRE AT THIS EMBASSY TO BUILD AN EMPIRE. THE PROBLEM IS THAT ON POLICY GROUNDS WE HAVE COMMITTED OURSELVES TO THE RAPID EXPANSION OF THE OFFICIAL AMERICAN PRESENCE IN BAHRAIN; THIS EXPANSION IS IN PROCESS NOW AND WE FIND THAT OUR STAFFING PATTERNS DO NOT MAKE SENSE IN TERMS OF 1976 REQUIREMENTS (NOT TO MENTION THOSE ANTICIPATED IN 1977) AND SO WE ASK YOUR HELP IN CHANGING THOSE PATTERNS IN ORDER TO FACILITATE OUR PROPER FUNCTIONING.

8. WE NEED FOR THIS PURPOSE: (A) A FULL-TIME COMMUNICATIONS ASSISTANT TO REPLACE NICHOLS IN MARCH, 1977; THE REPLACEMENT WILL HAVE A FULL PLATTER OF COMMUNICATIONS WORK AND COULD NOT BE EXPECTED TO SHARE THE ADMIN. OFFICER'S DAILY WORKLOAD. (B) A PART-TIME COMMUNICATOR TO BACK-UP NICHOLS' REPLACEMENT. THE INSTALLATION OF A MORE SOPHISTICATED COMMUNICATIONS SYSTEM LIMITED OFFICIAL USE

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TO REPLACE THE NAVY'S FACILITY WILL MORE THAN DOUBLE THE PRESENT WORKLOAD IN THAT AREA. THIS CONCLUSION IS BASED ON OUR OWN BEST ESTIMATE COUPLED WITH THE RECOMMENDATION MADE BY THE AUGUST SKYLARK SURVEY TEAM (MANAMA 1239). THE PART-TIME COMMUNICATOR WOULD BE USED IN THE ADMIN. SECT. WHERE THE NEED FOR AMERICAN SUPERVISORS IS CRITICAL. (C) AN AMERICAN BUDGET AND FISCAL OFFICER; (D) IN THE ABSENCE OF (C), AN AMERICAN GENERAL SERVICES OFFICER WHO WILL FREE THE ADMIN. OFFICER TO DO THE BUDGET AND FISCAL WORK. TO FURTHER COMPLICATE YOUR LIFE, AND UNCOMPLICATE OURS, WE NEED (C) OR (D) RIGHT AWAY.  
BURLEIGH

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